

FACT SHEET



SERVICES TO OLDER WORKERS

Through its participation in the One-Stop Career Center system, the Employment Development Department (EDD) provides services that promote equal employment opportunities for older workers.

Who is an Older Worker?

An older worker is defined as a job seeker at least 40 years of age who encounters or expects to encounter difficulty in getting or keeping a job principally because of age.

Laws Protecting Older Workers

The Federal Age Discrimination in Employment Act of 1967 established as national policy the elimination of arbitrary age discrimination in employment. As amended, it applies to workers who are at least 40 years of age.

A California law, the Fair Employment and Housing Act, also prohibits employer discrimination against job seekers who are at least 40 years of age.

The EDD ensures that all of its job listings comply with federal, state, and local laws and regulations.

Employment Services for Older Workers

The EDD provides the following services in One-Stop Career Centers throughout California:

- CalJOBSSM - this Internet service enables employers to enter job listings and search for qualified applicants, and enables job seekers to enter résumés and review job listings. Register at your local One-Stop Career Center or anywhere with Internet access. For more information, visit the CalJOBSSM website at www.caljobs.ca.gov.

- Job seekers in professional, technical, and managerial occupations can take advantage of EDD-sponsored Experience Unlimited (EU) job clubs. By participating in this voluntary self-help networking organization, job seekers lend one another job hunting assistance and direction. EU chapters are located throughout California.
- Job Search Training Workshops that impart skills to increase success in finding work.
- Information about and referral to services offered by the EDD's partners in One-Stop Career Centers.
- Information about the job market and other EDD services, such as Unemployment Insurance or Disability Insurance.
- Information about training programs or supportive services available through other public or private agencies.

Employment-related services provided to older workers are basically the same as those for other customers. Older workers who are experiencing difficulty finding work may seek assistance from the EDD staff, who have expertise in helping to solve problems faced by older workers. Local EDD staff also participates in activities that promote public awareness of older worker issues and partner with other agencies that serve older workers.

For more information, please contact your local EDD representative, listed under "Employment Development Department Job Services" in the State Government section of your telephone directory, or visit the EDD's Internet site at www.edd.ca.gov.

EDD is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.